

3-1-1991

Labor Relations in Maine 1989

Maine Department of Labor

Maine Bureau of Labor Standards

Maine Research and Statistics Division

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L12/6.10:La112/989

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LABOR RELATIONS **LIBRARY USE ONLY**
IN MAINE, 1989

In 1989, there were 16 major contracts negotiated in Maine covering nearly 7,400 workers. A major contract agreement is defined as one which covers at least 100 workers. There were 67 major contracts in effect during the year, involving more than 36,300 workers. One of the agreements was an extension of a contract scheduled to expire in 1989.

The average wage increase of the new agreements was 3.2 percent for calendar year 1989. The average wage over the life of the contracts also increased 3.2 percent. This is a slight increase from contracts negotiated in 1988. The average increase for new agreements in 1988 was 3.0 percent. Deferred adjustments from these earlier contracts averaged 3.2 percent for 1989 and an average of 3.0 percent over the life of the contract.

The number of new agreements with no significant change in wages was less than 50 percent of that in 1988. In 1988 there were five "no change" agreements; this year, two were signed. Combined with four similar contracts from earlier years, there were six "no change" contracts in effect, covering approximately 2,700 members. Three contracts contained bonuses. Two of the bonuses were for a fixed dollar amount, ranging from \$200 to \$1,400 (average \$766.67). One bonus was based on a percentage of earned income. One contract had a decrease in wages.

Only the paper, construction, and textile industries each negotiated more than two contracts. The most activity was in the paper industry with five contracts involving 3,272 workers. Construction had four contracts covering 1,180 workers. Textiles had three contracts covering 860 workers.

Preliminary information for 1990 indicates that bargaining activity was about average. There were 30 contracts scheduled for renewal, involving over 13,400 workers. The paper and construction industries each have seven contracts, involving over 8,700 workers.

BLS 630

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Wage Adjustments in Major Collective Bargaining Agreements
in Private Industries, Maine, 1989

	<u>Number</u>	<u>Average 1989 Adjustments</u>	<u>Average Over Life of Contract</u>	<u>1989 Median Adjustment</u>	<u>Estimated Workers Covered</u>
All Contracts	67	3.2%	3.0%	3.0%	36,366
New Settlements	16	3.1	3.1	3.0	15,151
Deferred Adjustments	51	3.2	3.0	3.0	19,960

	<u>All Contracts</u>		<u>New Settlements</u>		<u>Deferred Adjustments</u>	
	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	67	36,366	16	8,633	51	27,733
Decrease	1	129	1	129	-	-
No Change	6	3,598	2	2,302	4	1,296
(Bonuses)	(3)	(582)	(1)	(321)	(2)	(261)
Increase Under 2 Percent	8	1,770	1	734	1	1,036
2 to Under 3 Percent	21	16,593	3	717	18	15,876
3 to Under 4 Percent	15	5,326	2	781	13	4,545
4 to Under 5 Percent	12	4,496	5	2,203	7	2,293
5 Percent or More	10	4,454	2	1,767	8	2,687
Still in Negotiations	-	-	-	-	-	-

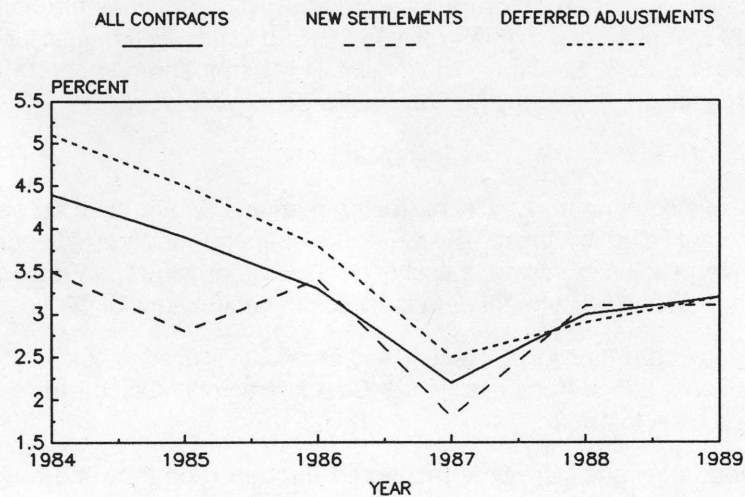
Major Collective Bargaining Agreements
Negotiated 1989 and Scheduled 1990
By Industry

	<u>Negotiated 1989</u>			<u>Scheduled 1990</u>	
	<u>Number</u>	<u>Average Adjustments</u>	<u>Workers</u>	<u>Number</u>	<u>Workers</u>
All Contracts	16	3.1%	8,633	30	13,446
Construction	4	2.4	1,180	7	3,134
Manufacturing	10	2.5	4,402	20	9,374
Food	-	-	-	-	-
Textiles	3	3.8	860	3	479
Apparel	-	-	-	2	938
Lumber & Wood	*	*	*	4	940
Paper	5	1.4	3,272	7	5,650
Other	*	*	*	2	836
Other Industry Divisions	2	7.0	3,051	3	938

- no data

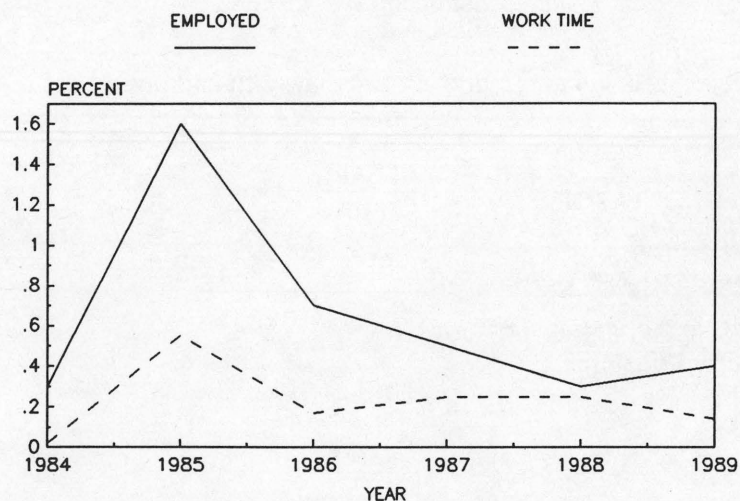
* suppressed due to confidentiality

WAGE ADJUSTMENTS IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, PRIVATE SECTOR, MAINE, 1984-1989



In 1989 there were five work stoppages in effect, which involved 1,650 workers and resulted in an estimated 162,597 idle workdays. One stoppage was related to a major contract. The only reason given for the stoppages was failure of the unions and companies to reach an agreement.

PRIVATE SECTOR WORK STOPPAGES AS A PERCENTAGE OF EMPLOYMENT AFFECTED AND WORK TIME LOST, MAINE, 1984-1989



There were six National Labor Relations Board certification elections in 1989, which involved 6,964 workers (about 2 percent of the private sector work force). The union won and was certified in four cases. There were two decertification elections held, and the unions lost in both cases. In one case the union voluntarily withdrew from representation.

NATIONAL LABOR RELATIONS BOARD
Union Certification Elections Closed
Maine, 1985-1989

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1985	14	1,218	1,129	3 ¹	20	20	15	4	11	1,198	1,109	403	646
1986	12	1,008	927	7	245	236	164	68	5	763	691	245	444
1987	15	830	689	8	262	257	149	108	7	568	398	124	274
1988	8	182	173	4	147	138	79	49	4	35	35	9	24
1989	6	6,964	5,898	4	6,859	5,796	3,320	2,448*	2	105	102	45	55

NATIONAL LABOR RELATIONS BOARD
Decertification Elections Closed
Maine, 1985-1989

Year	All Elections			Elections Won					Elections Lost				
	Number	Eligible to Vote	Total Votes	Number	Eligible to Vote	Total Votes	Votes For	Votes Against	Number	Eligible to Vote	Total Votes	Votes For	Votes Against
1985	1	38	38	-	-	-	-	-	1	38	38	11	25
1986	-	-	-	-	-	-	-	-	-	-	-	-	-
1987 ⁴	1	-	-	-	-	-	-	-	-	-	-	-	-
1988 ⁴	7	329	317	3	179	177	103	72	4	150	140	60	80
1989 ⁴	2	37	37	-	-	-	-	-	2	37	37	11	23

WORK STOPPAGES
All Private Sector Industries by Year
Maine, 1985-1989

Year	Stoppages			Workers Involved			Worker Days Idle, Stoppages in Effect During Year		
	Beginning in Year		In Effect During Year	Beginning in Year	In Effect During Year	Percent of Total Employed	Percent of Work Time		
	Number	Average Duration					Number	Me	
1985	5	72	5	5,780	5,780	1.6	544,400	.55	.03
1986	5	54	5	2,528	2,528	0.7	172,667	.17	.05
1987	5	56	5	1,935	1,935	0.5	264,627	.25	.02
1988	2	15	4	39	1,440	0.3	274,851	.25	.02
1989	5	44	5	1,650	1,650	0.4	162,597	.14	.07

1. Includes multi-union election(s).

2. Work Time is estimated by multiplying the employment by the total working days during the year.

3. As of end of year.

4. Includes voluntary withdrawal by union.

*2,307 voted for an Independent union and 85 voted against both unions.

Union and association membership in 1989 was 80,634, a decrease of 729 (0.9 percent) from the 1988 figure of 81,363. There was an increase of 380 members (1.2 percent) among unions primarily covering the public sector. Unions which primarily cover the private sector decreased by 1,322 members (3.0 percent). Union membership reached a peak in 1987, with 83,011 members and since that time has been in decline. Women comprise about 30 percent of the overall union membership, with 67.2 percent of them belonging to unions which cover state and local government.

While union membership experienced a modest decrease, employment was up 4.1 percent. Therefore, the percent of the work force represented by organized labor continued to drop, moving down to 14.5 percent from 15.3 percent. The rate for private industry union membership experienced a similar decline, dropping from 10.4 percent to 9.7 percent. The public sector rate also experienced a decrease, due to employment growth outpacing the increase in membership.

Union Membership
All Workers, by Year,
Maine, 1985-1989

Year	Total Membership	AFL-CIO Unions		Non-Affiliated Unions		Percent of Labor Force Organized	Percent of Employment Organized
		Number	Percent	Number	Percent		
1985	82,621	51,198	62.0%	31,423	38.0%	14.9%	16.6%
1986	80,848	49,439	61.2	31,409	38.8	14.4	15.2
1987	83,011	48,810	58.8	34,201	41.2	14.3	14.9
1988	81,363	51,430	63.2	29,933	36.8	13.6	14.2
1989	80,634	50,688	62.9	29,958	37.1	13.1	13.7

Union Membership
Non-Federal Workers, by Year,
and Ownership,
Maine, 1985-1989

Year	Total Non-Federal			Private Industry			State & Local Government		
	Members	Employment (Thousands)	Percent	Members	Employment (Thousands)	Percent	Members	Employment (Thousands)	Percent
1985	78,890	435.2	18.1%	48,469	368.0	13.2%	30,421	67.2	45.2%
1986	77,103	454.1	17.0	46,558	385.6	12.1	30,545	68.5	44.6
1987	79,282	479.7	16.5	48,045	408.9	11.7	31,237	70.8	44.1
1988	76,600	501.9	15.3	44,685	429.8	10.4	31,915	72.1	44.3
1989	75,658	522.7	14.5	43,363	447.8	9.7	32,295	74.9	43.1

Union Membership
All Workers, by Sex,
Maine, 1989

	Total		Federal		State & Local		Private Sector	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	80,634	100.0%	4,976	100.0%	32,295	100.0%	43,363	100.0%
Male	56,284	69.8	4,114	82.7	15,938	49.4	36,232	83.6
Female	24,350	30.2	862	17.3	16,357	50.6	7,131	16.4

Special Studies

The Research and Statistics Division of the Bureau of Labor Standards has the ability to produce special tabulations and studies of the data elements shown in this publication. Requests for special studies should be made in writing to the Bureau Director. The availability of staff and computer resources may limit the Bureau's response. In addition, there may be charges for cost reimbursement.

Technical Notes

Wage Adjustments: Private sector contracts, excluding maritime and railroad agreements, covering more than 100 workers, are collected by the Maine Bureau of Labor Standards for administrative as well as statistical purposes. Wage adjustments are calculated based on previous contracts and/or wage and hour data from other sources. Wage adjustment data is available beginning with the year 1983.

National Labor Relations Board Elections: Results and details on elections held in Maine are transmitted to the Bureau by the National Labor Relations Board, Boston Regional Office at the close of each quarter. Data in this series goes back to 1962.

Work Stoppages: Work stoppage activity is monitored through reports to the Maine Bureau of Employment Security and to the U.S. Bureau of Labor Statistics as well as the media and other secondary sources. Information is verified by direct contact with union and/or management representatives. Data from this series is available back through 1959.

Union Membership: Membership data is collected through the Survey of Labor Organizations, which includes information on union and local officials, elections, employers having agreements, and membership. Some of this information is also published in the Directory of Maine Labor Organizations. This information is available beginning with calendar year 1978.

Employment Data: Employment data is received from the Maine Bureau of Employment Security, Division of Economic Analysis and Research. This information is used to estimate the employment figures in this publication. Any errors in calculation or use are the responsibility of the Bureau of Labor Standards.

Other Annual Publications Available

Census of Maine Manufactures
Characteristics of Work-Related Injuries & Illnesses in Maine
Directory of Maine Labor Organizations
Maine Construction Wage Rates
Occupational Injuries & Illnesses in Maine

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